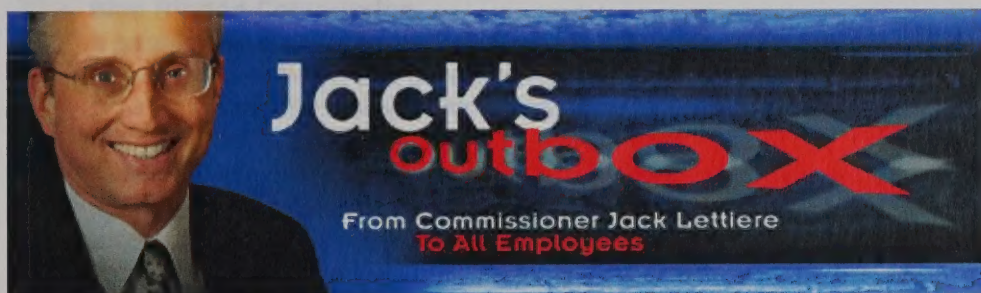

Camille Sinclair - Outbox Test

From: Bruce Dellaira
To: Remington, Rick; Sinclair, Camille
Date: 6/18/2003 3:47 PM
Subject: Outbox Test
CC: Hutton, Debbi



June 18, 2003

Our accomplishments

The hard work that we do at the Department of Transportation continues to produce positive results that reflect well on our employees. Good things are happening across all areas of the Department, both in Headquarters and in the regions. It is important to me that you know about our accomplishments, as well as recent developments that affect our organization.

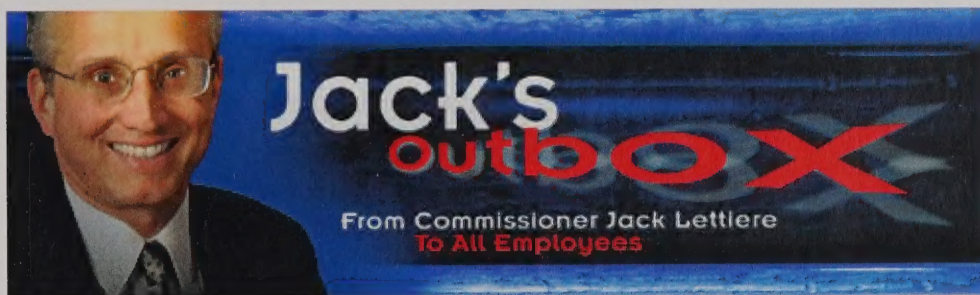
To keep you better informed, I will **"talk to you" directly through this special e-mail format as frequently as possible.** I urge managers, particularly in the regions, to print out and post these **special e-mail messages** so that employees who may not have access to a computer can read them. Look for them.

To begin with, I want to summarize for you some of the many extraordinary things we have achieved over the first half of the year:

- **Contract awards**
Between CPM and Operations, over \$500 million in FY03 construction contracts will be awarded by the end of June.
- **FY04 Capital Program**
In March, we presented the Legislature with our proposed \$2.58 billion joint capital program with NJ TRANSIT.
- **Winter Operations**
Confronted with the worst winter weather in years, the DOT was up to the task keeping state highways clear of snow and fixing the potholes that were left behind. Our efforts were rewarded by radio station 101.5 FM which announced to its listeners, "NJDOT rocks!"
- **Rail Freight**
With Governor McGreevey, we announced an \$80 million joint funding agreement with the state's Class I railroads for freight rail upgrades
- **Highway Safety**

Camille Sinclair - Jacks Outbox 6/27/03

From: JacksOutbox
To: DOT Users
Date: 6/27/2003 11:15 AM
Subject: Jacks Outbox 6/27/03



June 27, 2003

Our evolving organization

I want to alert you to important organizational changes that are taking place in the Department. As many of you know, Howard Zahn has become Assistant Commissioner of Capital Program Management, replacing Art Silber who has moved on to NJ TRANSIT. We wish Art well in his new position and I ask all of you to welcome Howard as our new Assistant Commissioner.

I also want you to know that today I am starting to consolidate all of the Department's environmental personnel and resources into a new Division of Environmental Resources. The Division will be a part of Capital Program Management.

This has been a personal goal of mine to help simplify and expedite environmental project reviews for our customers, while ensuring that we as a Department factor in social and economic needs into our project decisions. The new Division will shape and implement new environmental stewardship programs, while continuing to provide service to existing customers and programs.

The Division will be comprised of two Bureaus headed by Elkins Green and Anthony Sabidussi. A Division Director will be selected shortly.

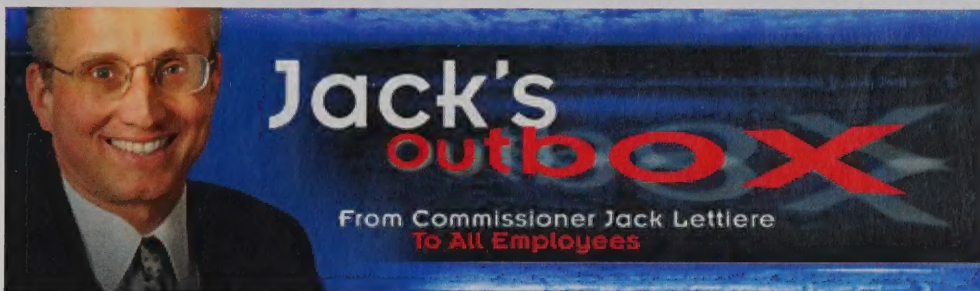
Please join Jim Snyder, Howard Zahn and me in giving your full support to Elkins and Tony as they assume their new roles in the Division of Environmental Resources.

A handwritten signature in black ink that reads 'Jack Lettiere'.

Commissioner Jack Lettiere

Camille Sinclair - Jack's Outbox

From: JacksOutbox
To: DOT Users
Date: 7/14/2003 3:44 PM
Subject: Jack's Outbox



July 14, 2003

Winning National Recognition

Gaining recognition for your work from your peers is truly rewarding. When the recognition is national, the rewards are that much greater.

This Thursday in Tampa, the NJDOT will be honored by AASHTO with a Federal Highway Administration "Outstanding Achievement Award" for Value Engineering. The award is presented to state transportation agencies that have excellent Value Engineering programs. This year's winners are New Jersey, Tennessee, Florida and West Virginia.

NJDOT during the last two fiscal years has utilized Value Engineering in Scoping, Design, and Construction to deliver over \$140 million in approved savings. For instance, the cost of the [Route 35 Victory Bridge](#) replacement, which is now under construction, was cut by \$50 million thanks to Value Engineering. Originally designed as a moveable bridge, the Victory Bridge replacement was redesigned as a higher elevation fixed bridge.

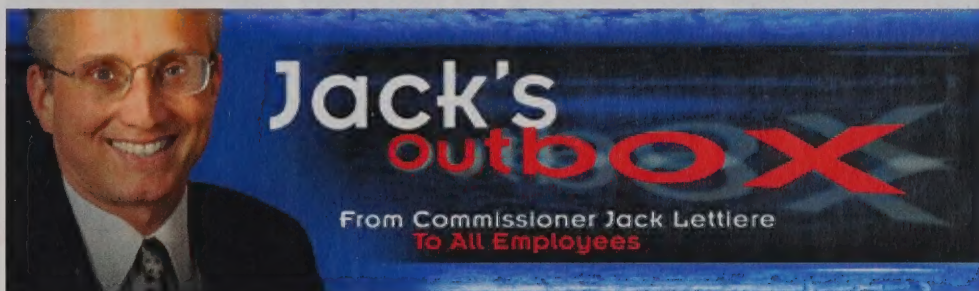
This is the level of production we have come to expect from the NJDOT. How gratifying to see our work recognized nationally.

A handwritten signature in black ink that reads 'Jack Lettiere'.

Commissioner Jack Lettiere

Camille Sinclair - jacks outbox

From: Debbi Hutton
To: camille; Hutton, Debbi; Santopietro, Cora Sue
Date: 7/30/2003 9:43 AM
Subject: jacks outbox



July 30, 2003

Getting from 'A' to 'B'

The hard work of the NJDOT produced more results today as we unveiled our new Signs Initiative in Trenton. This is a comprehensive strategy to improve highway signage across the state and we're backing it up with a \$50 million commitment over five years. The goals are basic: create highway signs that are clear, concise and consistent.

We will take a number of steps in the years ahead to improve signage for motorists, such as reducing sign clutter, replacing worn signs, adding or replacing overhead signs and redoing pavement markers. All signs, including markers for hospitals, historic attractions and universities, will be part of the policy as we strive for common sense and consistency. But most importantly, we will be improving safety by providing clear directions at high-volume interchanges.

A special task force including members of the NJDOT, FHWA, State Police, Office of Highway Traffic Safety, toll road authorities, AAA and NJ Motor Truck Association is examining target locations to determine how we can improve signs. The Route 29 Capitol Complex is our first project and will be followed at seven other locations, such as Newark Liberty Airport, the Route 130 Collingswood Circle, Route 95/295 and the confluence of I-287, Route 1, Route 440, the Parkway and the Turnpike.

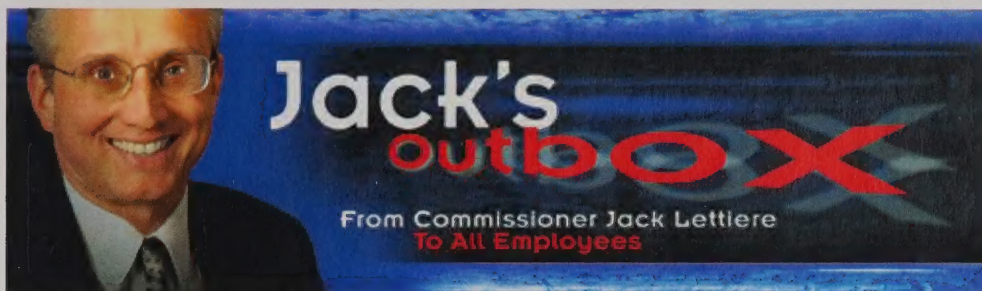
New Jersey motorists are our customers and this is a valuable service we can provide to save time and frustration, while improving safety.

A handwritten signature in black ink that reads 'Jack Lettiere'.

Commissioner Jack Lettiere

Camille Sinclair - Jack's Outbox

From: JacksOutbox
To: DOT Users
Date: 8/6/2003 11:28 AM
Subject: Jack's Outbox



August 6 , 2003

**Employee Poll
Help Us Reduce Congestion!**

As transportation professionals, you can help the Department identify good locations statewide where we can make "quick-fix" improvements to reduce congestion. After all, who knows our highway system better than the employees who design, build and maintain it every day?

Here is your opportunity to tell us:

- Where are some of the worst congested locations in New Jersey, and
- **YOUR RECOMMENDATIONS** for how we can make "quick-fix" improvements to remedy congestion at these locations.

"Quick-Fix" solutions are those that can be implemented quickly such as: improved signing, re-timing traffic signals, new striping or minor geometric changes. These don't necessarily have to be engineering solutions - they can also include recommendations like working cooperatively with a large employer to implement a staggered work hours policy.

Share your ideas/recommendations with us by clicking on the following link: <http://highpoint.state.nj.us/transportation/commuter/cbtf/qfsurveyform.htm>

Why are we asking?

NJDOT has a Congestion Buster Implementation Team in place that is looking to implement solutions to ease congestion statewide. Your recommendations will be considered by this Team and, if approved, will be implemented to alleviate congestion and make life easier for the motorists who travel our roadways everyday.

Thanks for doing your part to improve transportation in New Jersey. Feel free to team with your co-workers to come up with recommendations for improvement. To learn more about Congestion Busters, visit the NJDOT web site. Your efforts are

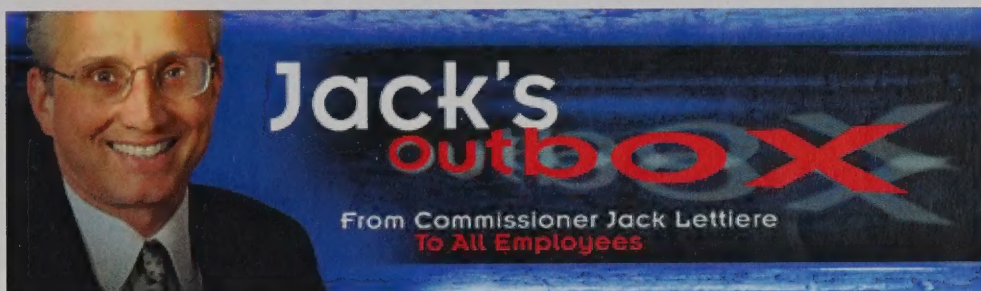
appreciated.

Jack Lettice

Commissioner Jack Lettiere

Camille Sinclair - Jack's Outbox

From: JacksOutbox
To: DOT Users
Date: 10/15/2003 10:14 AM
Subject: Jack's Outbox



October 15 , 2003

Main Street, NJ

I think we all can remember a time when train stations were the centerpieces of our Main Streets. They were a town's connection to a growing world, and a place to live, work, and shop. In New Jersey, we not only have train stations that are historic landmarks, but continue to serve thousands of people every day.

Keeping these landmarks the focus of a community's Main Street is the goal of our Transit Village program. I recently announced that six more communities have joined the program. Eleven state agencies, including NJDOT and NJ TRANSIT, have signed on as partners to help bring about new growth and development around these train stations. The six new communities are Collingswood, Belmar, Bloomfield, Bound Brook, Cranford, and Matawan. They are joining eight other communities that are already reaping the benefits of this excellent program: Pleasantville, South Amboy, Rutherford, South Orange, Rahway, Morristown, Riverside, and Metuchen.

The Transit Village program is part of Governor McGreevey's Smart Growth initiative. We're preserving farmlands and open space, creating parks, and providing incentives for the redevelopment of our cities. Giving new life to our downtowns can help us reduce our dependence on our cars and provide solid ground for economic growth.

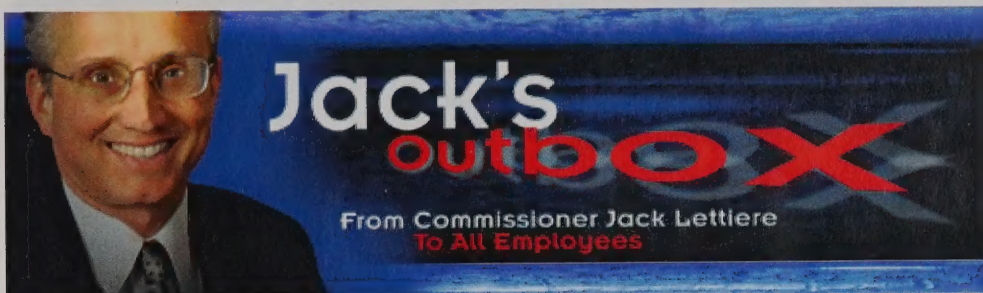
In many ways, Transit Villages are a means of bringing back the past. I can remember a time when Erie Lackawanna and Jersey Central trains busily traveled this state through towns small and large. Now those days no longer have to be just memories.

A handwritten signature in black ink that reads 'Jack Lettiere'.

Commissioner Jack Lettiere

Debbi Hutton - Jack's Outbox

From: JacksOutbox
To: DOT Users
Date: 10/20/2003 2:00 PM
Subject: Jack's Outbox



October 20 , 2003

Helping our friends

I know that we all, in our own ways, try to support and contribute to the charities of our choice. Whether it's through direct donations, a bake sale, or participating in a walk, we make a difference when we participate.

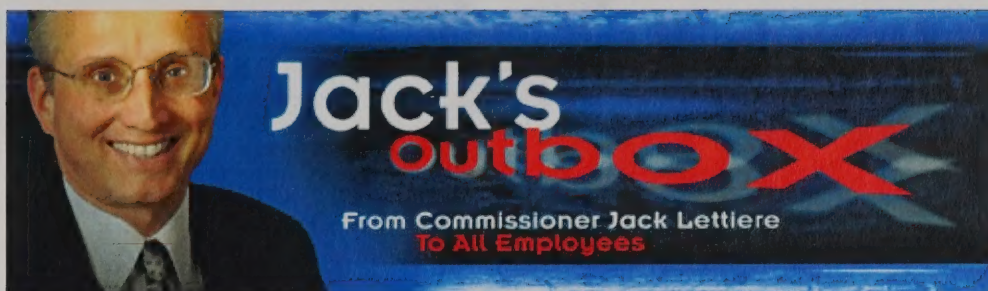
The N.J. State Employees Charitable Campaign works through payroll deductions, and I have always been proud of how many DOTer's support this wonderful program. It's hard to find a more diverse group of charities to support: the Salvation Army, the American Cancer Society, local soup kitchens, animal and land conservation efforts, hospitals and schools, senior programs, and many, many more.

Last year, nearly one in five NJDOT employees donated to the Charitable Campaign, for a total of \$112,000. What an outstanding effort! I know we can do it again this year, and with your help, I'm sure we can increase those numbers.

Soon, you will be contacted about filling out the Campaign card. Please take the time to fill it out. We all have a hand in each other's welfare, and NJDOT employees always come through when it counts.

A handwritten signature in black ink that reads 'Jack Lettiere'.

Commissioner Jack Lettiere



December 12 , 2003



**Taking stock during the Holiday
season**



I can't tell you how proud I am to lead what I think is the finest agency in all of government.

Now that the holidays are upon us, it's appropriate to take stock in what they mean: family, friends, and cherished moments. As we pause to reflect, it is clear to me that this past year was one of major accomplishments.

We delivered the largest capital program in history to the Legislature; we awarded more than \$500 million in contracts in FY 2003; we initiated one of the best highway safety programs in the nation; we worked hard and to much media acclaim during last winter's difficult weather; and we saw the establishment of a customer-based Motor Vehicle Commission.

But there's more!

We created a new Division of Environmental Services; we held the first Annual NJDOT Career Fair; we accelerated our project pipeline and initiated the Pavement Management Program; we began a comprehensive Sign Review Initiative; we cut ribbons and broke ground on dozens of new projects; we witnessed 350 NJDOT employees receiving State Employee Awards; and we were given national recognition for our Route 9 Nacote Creek bridge project.

There's simply too many to list. The key word in all of these accomplishments is "we." None of these would have happened without the active participation of NJDOT employees.

I want to thank each of you for making my job that much easier. Best wishes for a **safe** and joyous holiday season, and I hope to see as many of you as I can during the days and weeks ahead.

A handwritten signature in cursive script that reads 'Jack Lettiere'.

Commissioner Jack Lettiere